

Resolution #2016-54

A RESOLUTION TO APPROVE THE LETTER OF AGREEMENT BETWEEN THE CITY OF ALBION AND AFSCME REGARDING CEMETERY SEXTON POSITION

Purpose and Finding: The City of Albion entered into a Collective Bargaining Agreement with Local 1248, Council #25 of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO ("Union") for the period of January 1, 2016 through September 30, 2017. The Cemetery Sexton (W-9) position is covered under this Agreement. The job description was last updated in 2002. Prior to posting of the position, the job description was revised in January 2016. The Administration and Union agreed to re-evaluate the essential job functions and compensation. It has been determined that the Cemetery Sexton position does require additional duties and skills. The City of Albion administration and Union agree that is appropriate to place the Cemetery Sexton in a special grade (W-9S), which reflects a One Dollar (\$1.00) per hour wage differential. It is recommended that W9S pay grade be retroactive to July 4, 2016. Given that it is in the best interest of the City of Albion to provide a fair system of compensation, it is recommended that the Letter of Agreement be approved.

Council Member French moved, supported by Council Member Krause, to approve the following resolution.

RESOLVED, that the City of Albion hereby approves the Letter of Agreement with Local 1248, Council #25 of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO ("Union") relative to the Cemetery Sexton position and establishes a W-9S special grade, effective July 4, 2016.


Date: August 15, 2016

Ayes: 5

Nays: 2 (Domingo & Decker)

Absent: 0

I certify that this resolution was adopted by the City Council of the City of Albion on August 15, 2016.


Jill Domingo
City Clerk

LETTER OF AGREEMENT

BETWEEN

CITY OF ALBION

AND

**THE LOCAL 1248, COUNCIL #25 of the AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL--CIO**

AUGUST 15, 2016

The City of Albion ("City") and the Local 1248, Council #25 of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO ("Union"), having entered into a Collective Bargaining Agreement dated January 1, 2016, (extended until September 30, 2017), have mutually agreed to and understand the following:

1. The Cemetery Sexton position is represented by the AFSCME bargaining unit.
2. Prior to posting the position, the City of Albion agreed to re-evaluate the essential job functions and compensation.
3. An Employee successfully bid for the W-9 Cemetery Sexton position, effective April 4, 2016.
4. It has been determined that the Cemetery Sexton position does require additional duties and skills.
5. The CITY and UNION agree that it is appropriate to place the Cemetery Sexton in a special grade W-9S, which reflects a One Dollar (\$1.00) per hour wage differential.
6. The Employee will be compensated at the W9S pay grade be retroactive to July 4, 2016.
7. All other requirements relative to the Employee demonstrating satisfactory performance remain in effect.
8. The other terms and conditions of the Bargaining Agreement effective January 1, 2016 through September 30, 2017, remain unchanged.

APPENDIX A

CLASSIFICATIONS OF WORK AND HOURLY WAGE RATES

EFFECTIVE JANUARY 3, 2016 THROUGH DECEMBER 31, 2016

2.0 % INCREASE

RATE PER GRADE-WAGE PLAN

Classification	Grade	Start	6 Months	18 Months	30 Months
General Foreman WWTP	W-12	19.80	20.08	20.37	20.66
General Foreman	W-11	18.21	18.38	18.55	18.75
S.T.P. - Chief Operator	W-10	16.62	16.91	17.11	17.39
S.T.P. - Operator (B)	W-9	16.46	16.67	16.93	17.22
Operator - Heavy Equipment	W-9	16.46	16.67	16.93	17.22
Mechanic	W-9	16.46	16.67	16.93	17.22
Cemetery Sexton (DELETE)	W-9	16.46	16.67	16.93	17.22
Cemetery Sexton (ADD)	W-9S	17.46	17.67	17.93	18.22
Mechanic's Helper	W-8	16.19	16.47	16.70	16.96
S.T.P. - Operator (C)	W-8	16.19	16.47	16.70	16.96
Lab Technician – Operator	W-8	16.19	16.47	16.70	16.96
Cross Connection. Inspector - Water	W-8	16.19	16.47	16.70	16.96
S.T.P. - Operator (D)	W-7	16.07	16.27	16.60	16.82
Maintenance Man – Water Pump	W-7	16.07	16.27	16.60	16.82
Operator - Light Equipment	W-7	16.07	16.27	16.60	16.82
S.T.P. – Operator	W-6	15.94	16.16	16.47	16.64
Maintenance Man/Operator - Sewer	W-6	15.94	16.16	16.47	16.64
Meter Reader – Water	W-5	15.66	15.74	16.11	16.37
Maintenance Man – Cemetery	W-3	15.25	15.48	15.69	15.95
Maintenance Man – Parks	W-3	15.25	15.48	15.69	15.95
Maintenance Man – Street	W-3	15.25	15.48	15.69	15.95
Maintenance Man – Water	W-3	15.25	15.48	15.69	15.95

CLASSIFICATIONS OF WORK AND HOURLY WAGE RATES
EFFECTIVE JANUARY 1, 2017 THROUGH SEPTEMBER 30, 2017

2.0 % INCREASE

RATE PER GRADE-WAGE PLAN

Classification	Grade	Start	6 Months	18 Months	30 Months
General Foreman WWTP	W-12	20.20	20.48	20.78	21.07
General Foreman	W-11	18.57	18.75	18.92	19.13
S.T.P. - Chief Operator	W-10	16.95	17.25	17.45	17.74
S.T.P. - Operator (B)	W-9	16.79	17.00	17.27	17.56
Operator - Heavy Equipment	W-9	16.79	17.00	17.27	17.56
Mechanic	W-9	16.79	17.00	17.27	17.56
Cemetery Sexton (DELETE)	W-9	16.79	17.00	17.27	17.56
Cemetery Sexton (ADD)	W-9S	17.79	18.00	18.27	18.56
Mechanic's Helper	W-8	16.51	16.80	17.03	17.30
S.T.P. - Operator (C)	W-8	16.51	16.80	17.03	17.30
Lab Technician – Operator	W-8	16.51	16.80	17.03	17.30
Cross Connection Inspector - Water	W-8	16.51	16.80	17.03	17.30
S.T.P. - Operator (D)	W-7	16.39	16.60	16.93	17.16
Maintenance Man – Water Pump	W-7	16.39	16.60	16.93	17.16
Operator - Light Equipment	W-7	16.39	16.60	16.93	17.16
S.T.P. – Operator	W-6	16.26	16.48	16.80	16.97
Maintenance Man/Operator - Sewer	W-6	16.26	16.48	16.80	16.97
Meter Reader – Water	W-5	15.97	16.05	16.43	16.70
Maintenance Man – Cemetery	W-3	15.56	15.79	16.00	16.27
Maintenance Man – Parks	W-3	15.56	15.79	16.00	16.27
Maintenance Man – Street	W-3	15.56	15.79	16.00	16.27
Maintenance Man – Water	W-3	15.56	15.79	16.00	16.27